

INSTITUTE FOR NONVIOLENCE IN LOS ANGELES
AND DAYS OF DIALOGUE

Wednesday, October 25, 2017

Host

ILM Foundation

LAPD CID

Location

Bilal Islamic Center

4016 S. Central Ave.

Los Angeles, CA 90011



#futureofpolicing

facebook.com/daysofdialogue

www.futureofpolicing.org

DAYS OF DIALOGUE IS... FACILITATED DIALOGUE

- *Structured* Conversation
- The facilitator acts as a *moderator*, rather than a leader and is always neutral
- The purpose is to share *Thoughts, Feelings, and Experiences* in a safe and confidential space

DIALOGUE PARTICIPANTS ARE ENCOURAGED TO...

- Express your *opinions*
- *Listen* to others
- Give *everyone* a chance to speak
- Respect the *ground rules*
- *Respect* each other

GROUND RULES

- Speak openly and *honestly*
- *Listen* carefully and respectfully to each person
- Keep comments *brief* and stay focused on task
- Explore differences *respectfully* and look for common ground
- *Trust* that the facilitator has the best interest of the group at heart
- *Silence* cell phones
- Be *respectful* of the opinions of others

SOCIAL MEDIA



@DaysofDialogue



**Facebook.com/
DaysofDialogueLA**

#FutureofPolicing

Comments? **DODcomments@gmail.com**



TOTAL PARTICIPANTS

Total 65

25 *Community Participants*

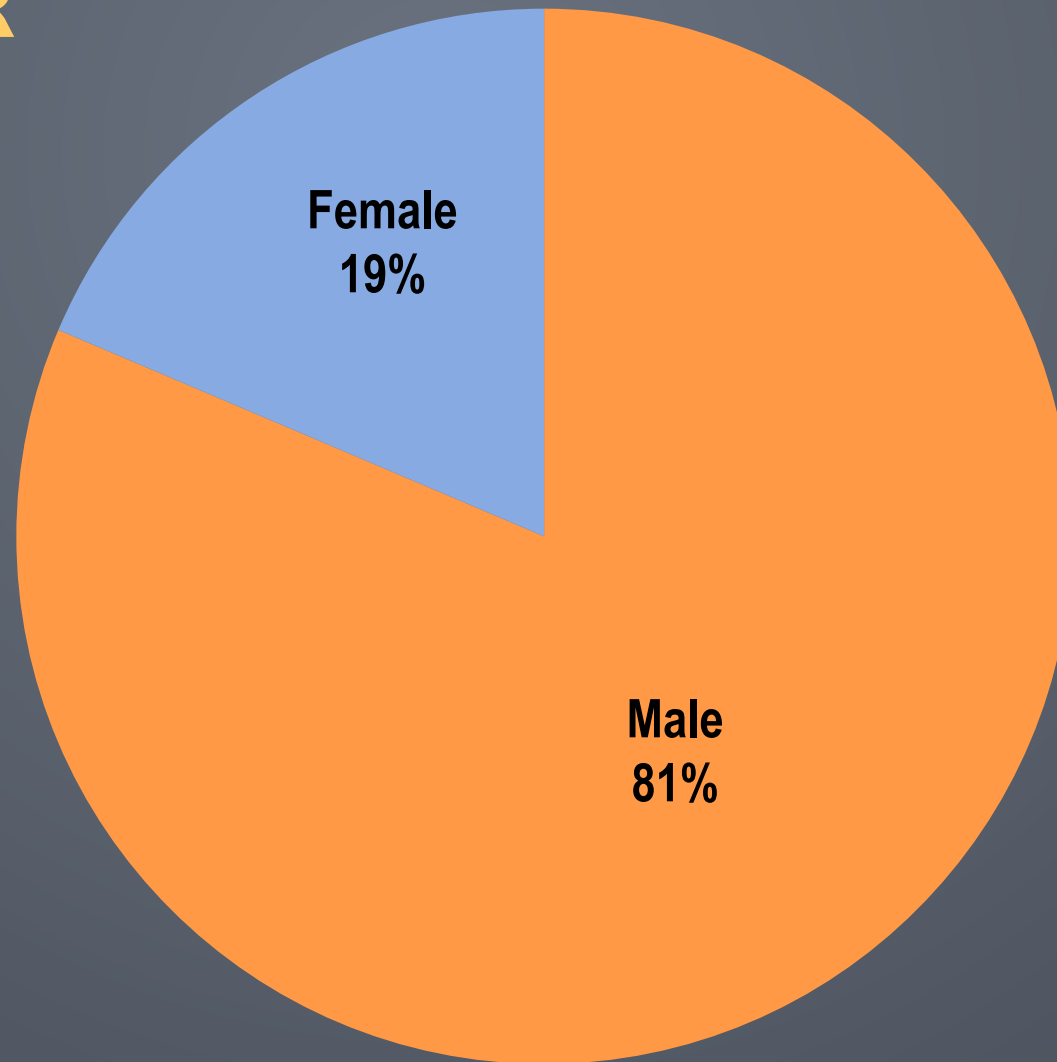
29 *Law Enforcement*

11 *Facilitators*

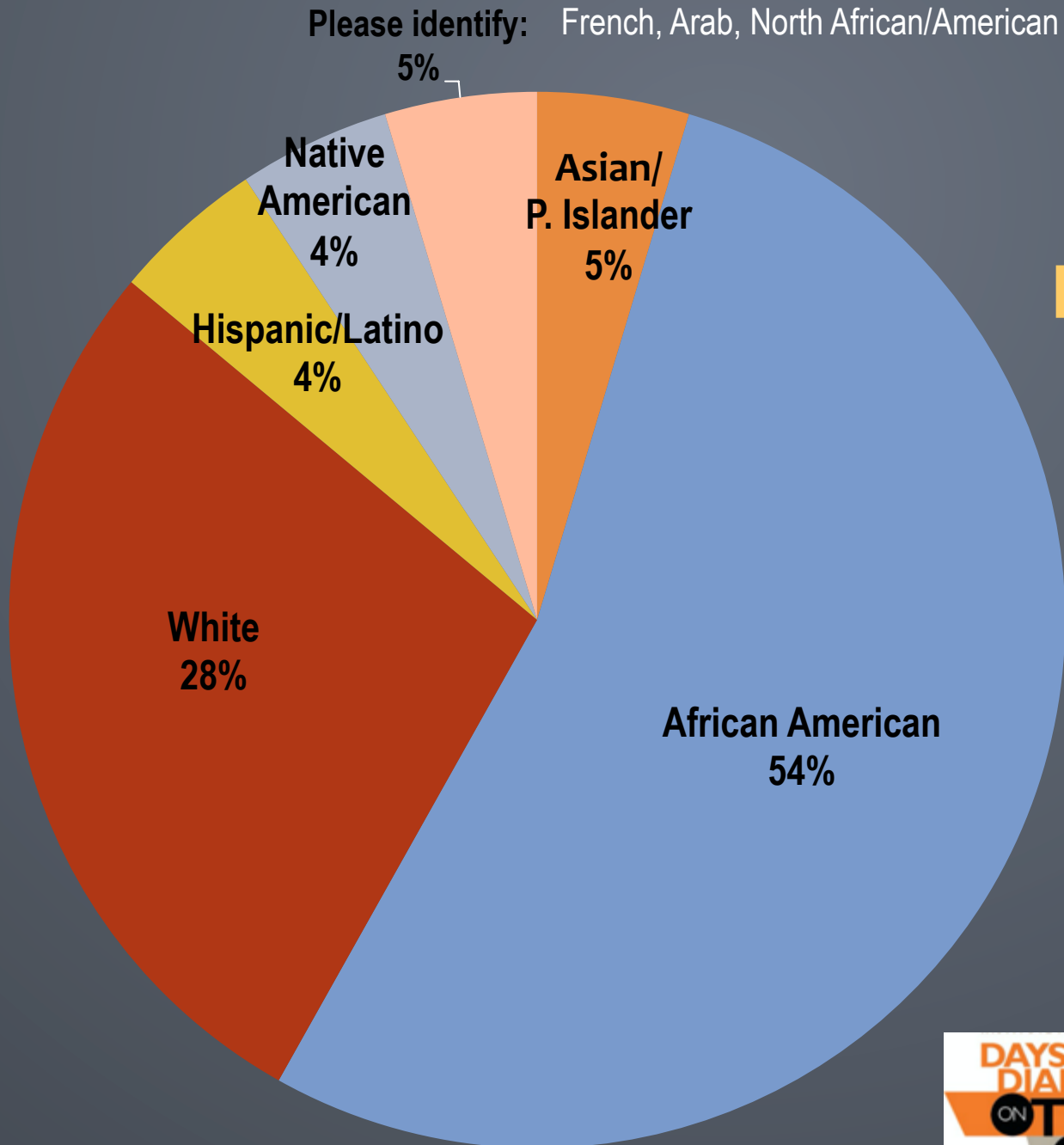
PRE-DIALOGUE SURVEY RESULTS

43 *Survey Respondents*

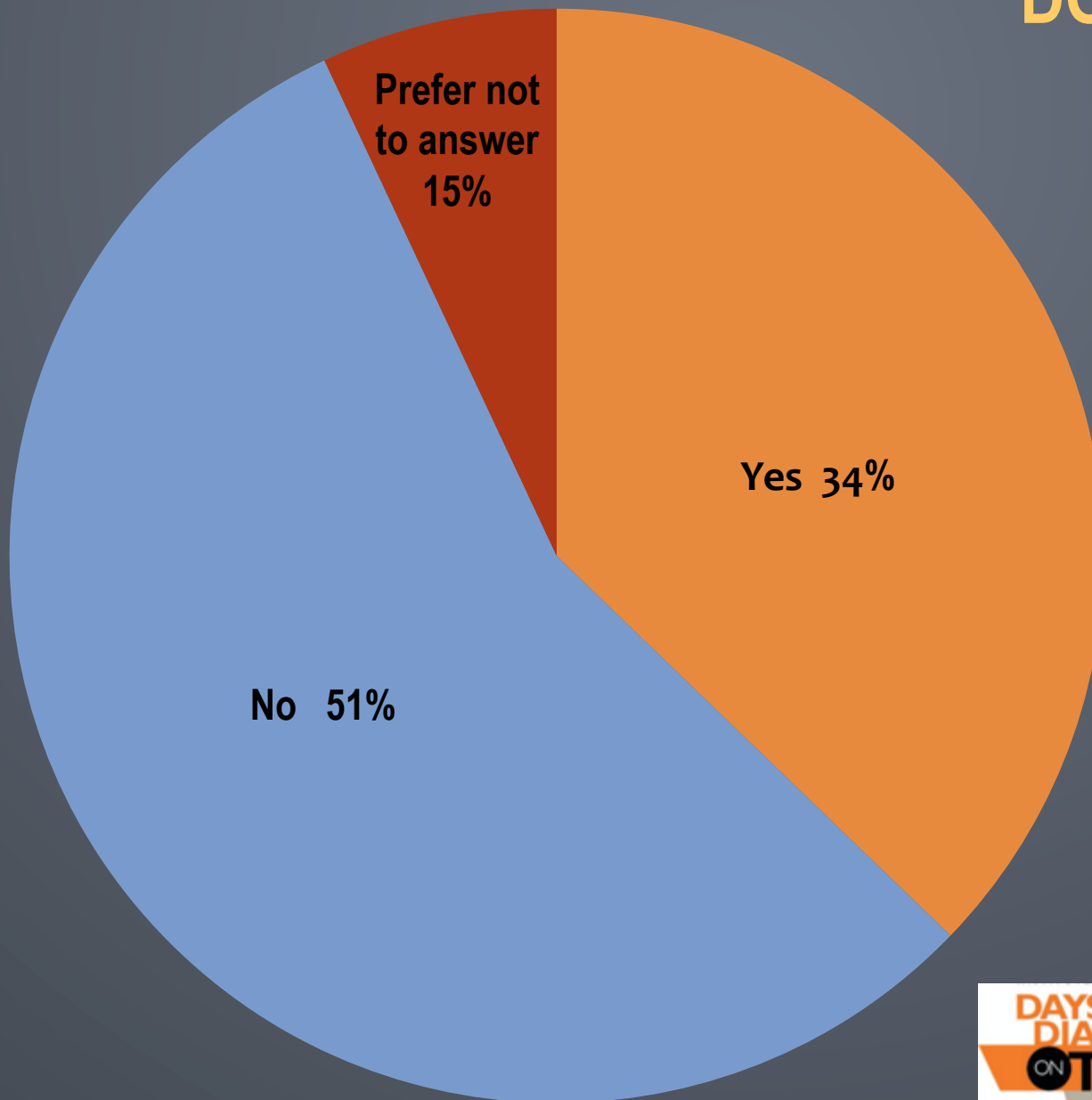
GENDER

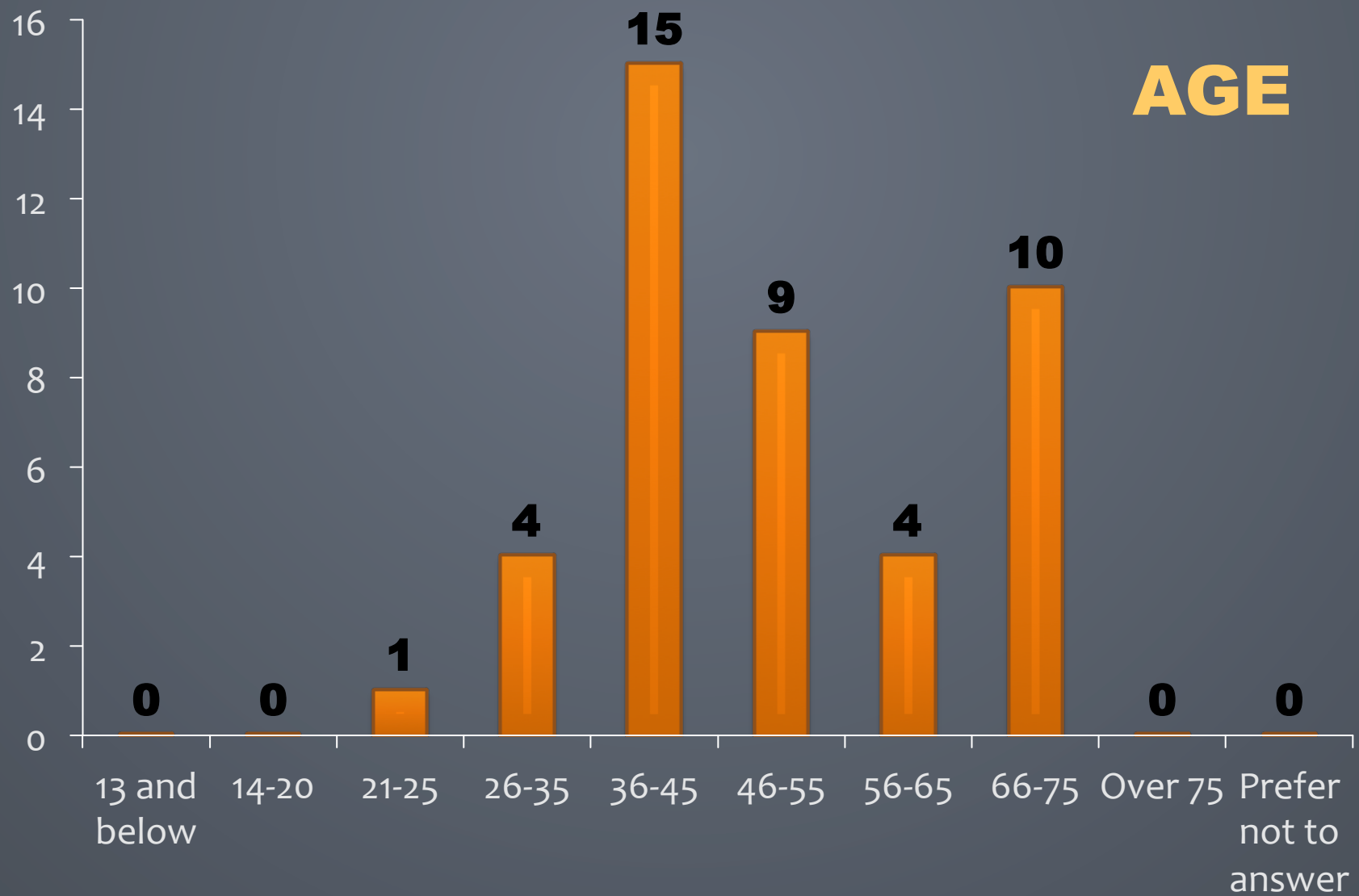


ETHNICITY

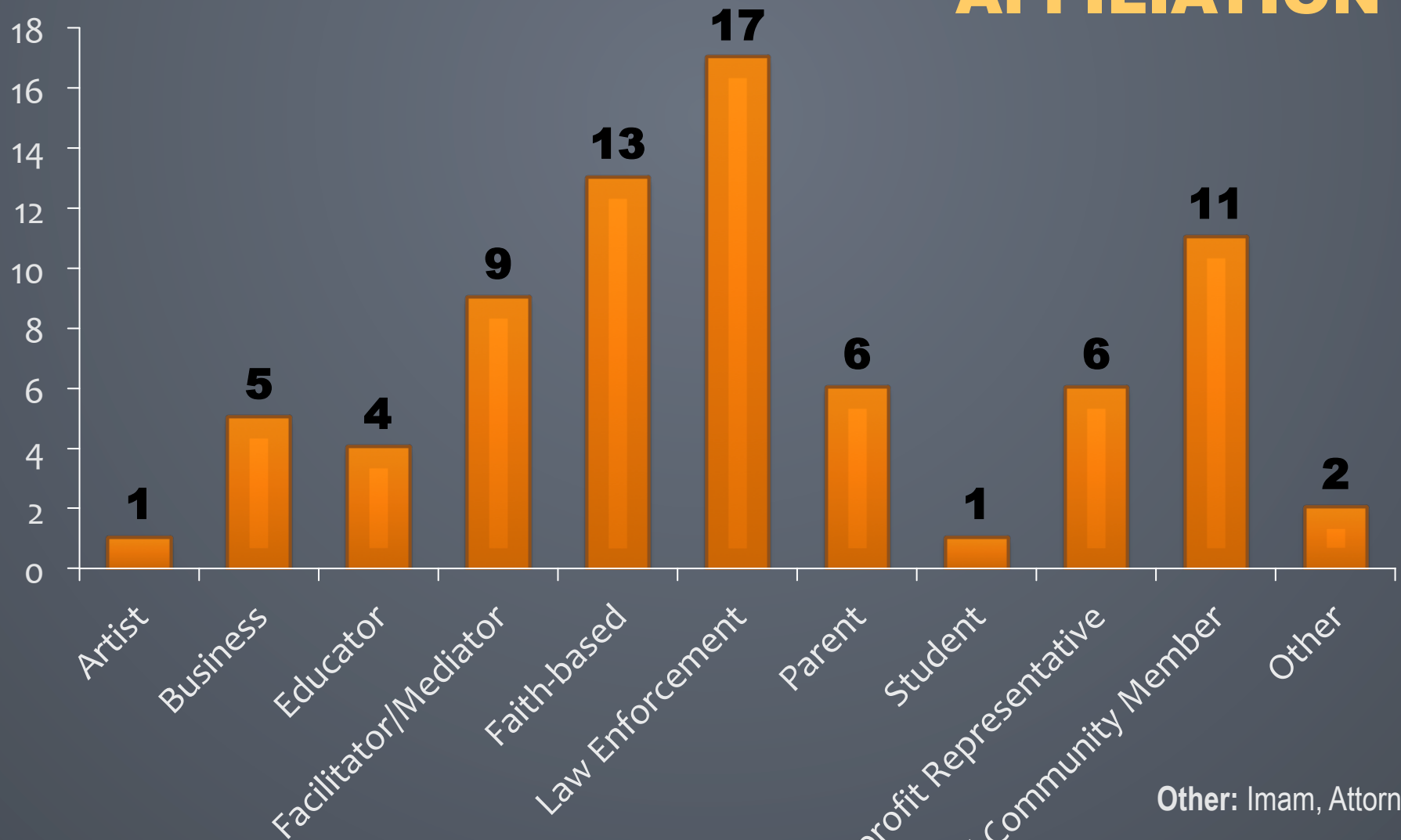


DO YOU IDENTIFY AS MUSLIM?

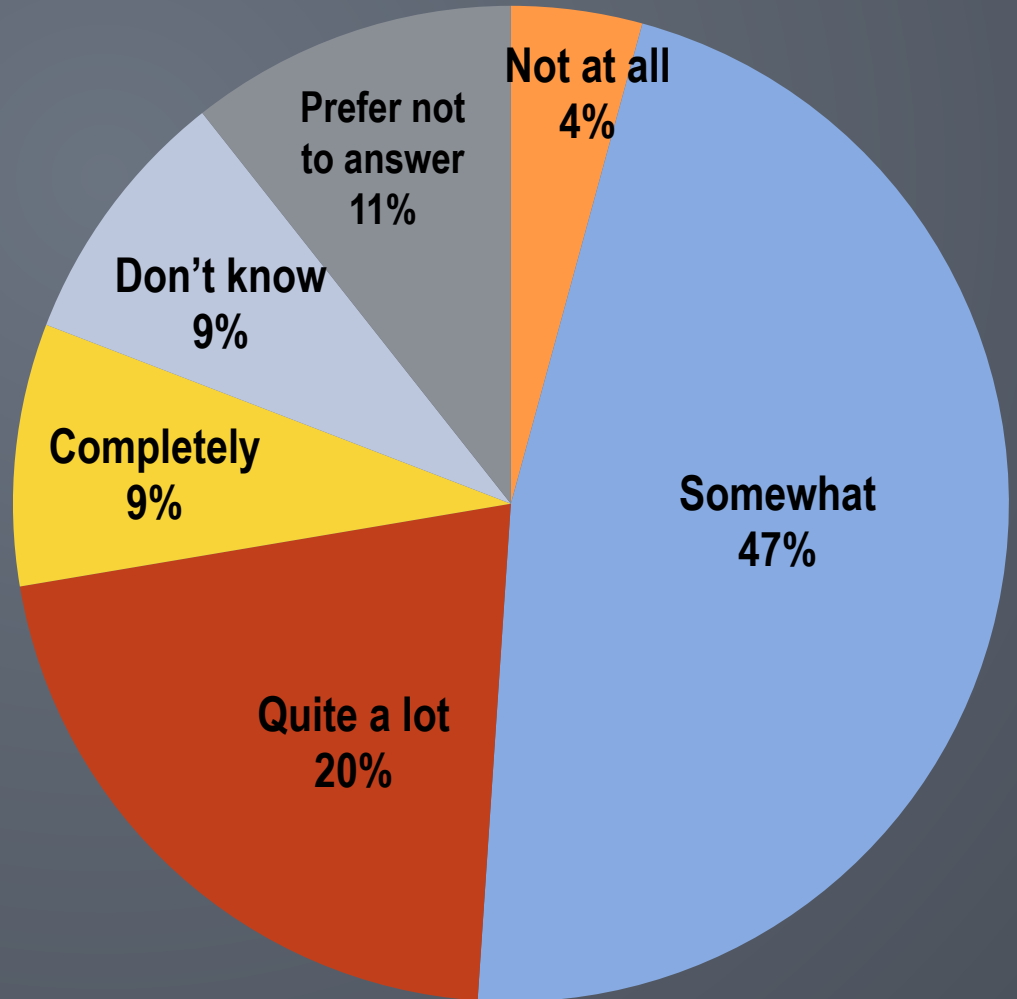




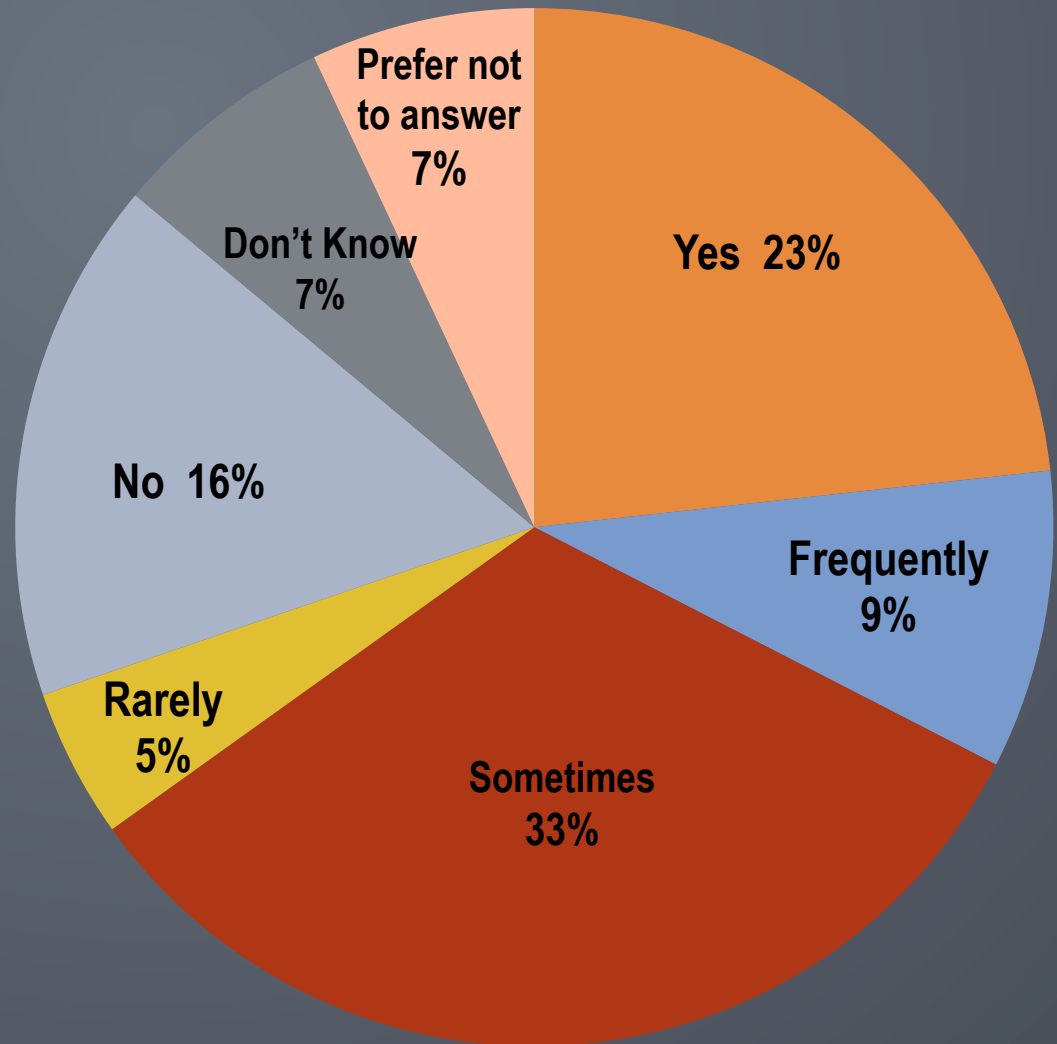
AFFILIATION



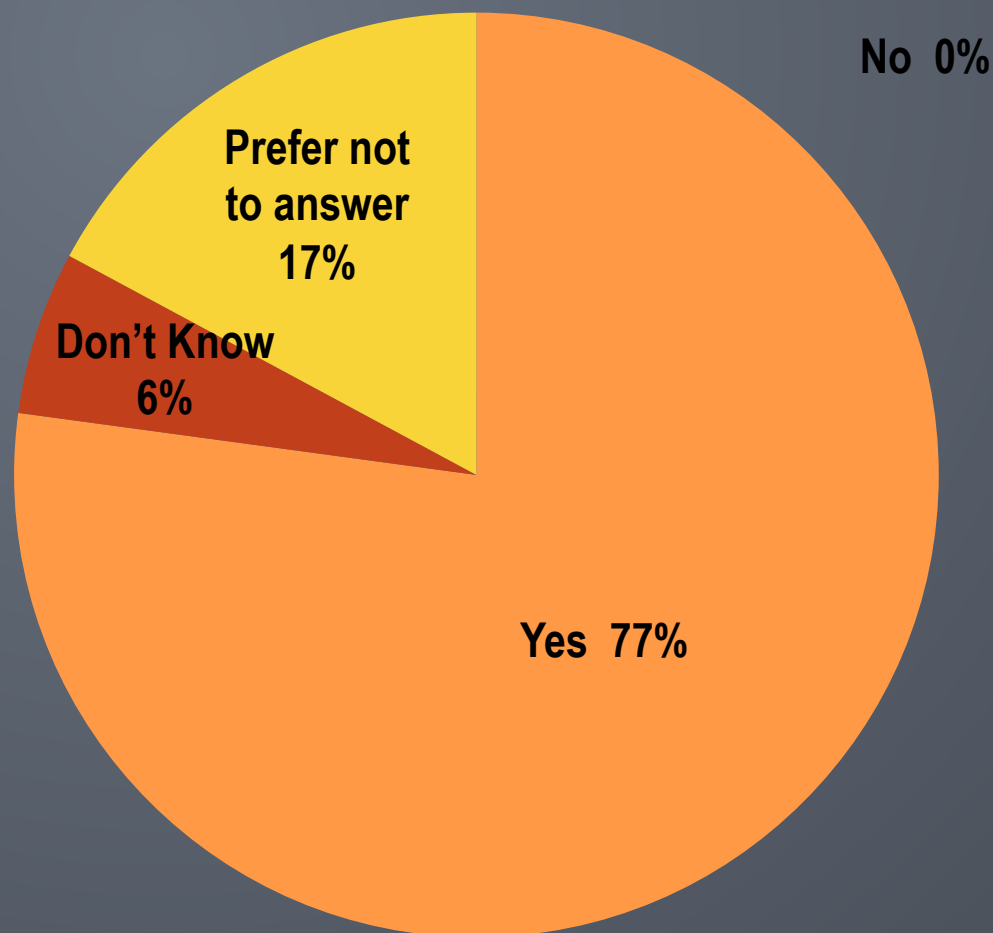
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



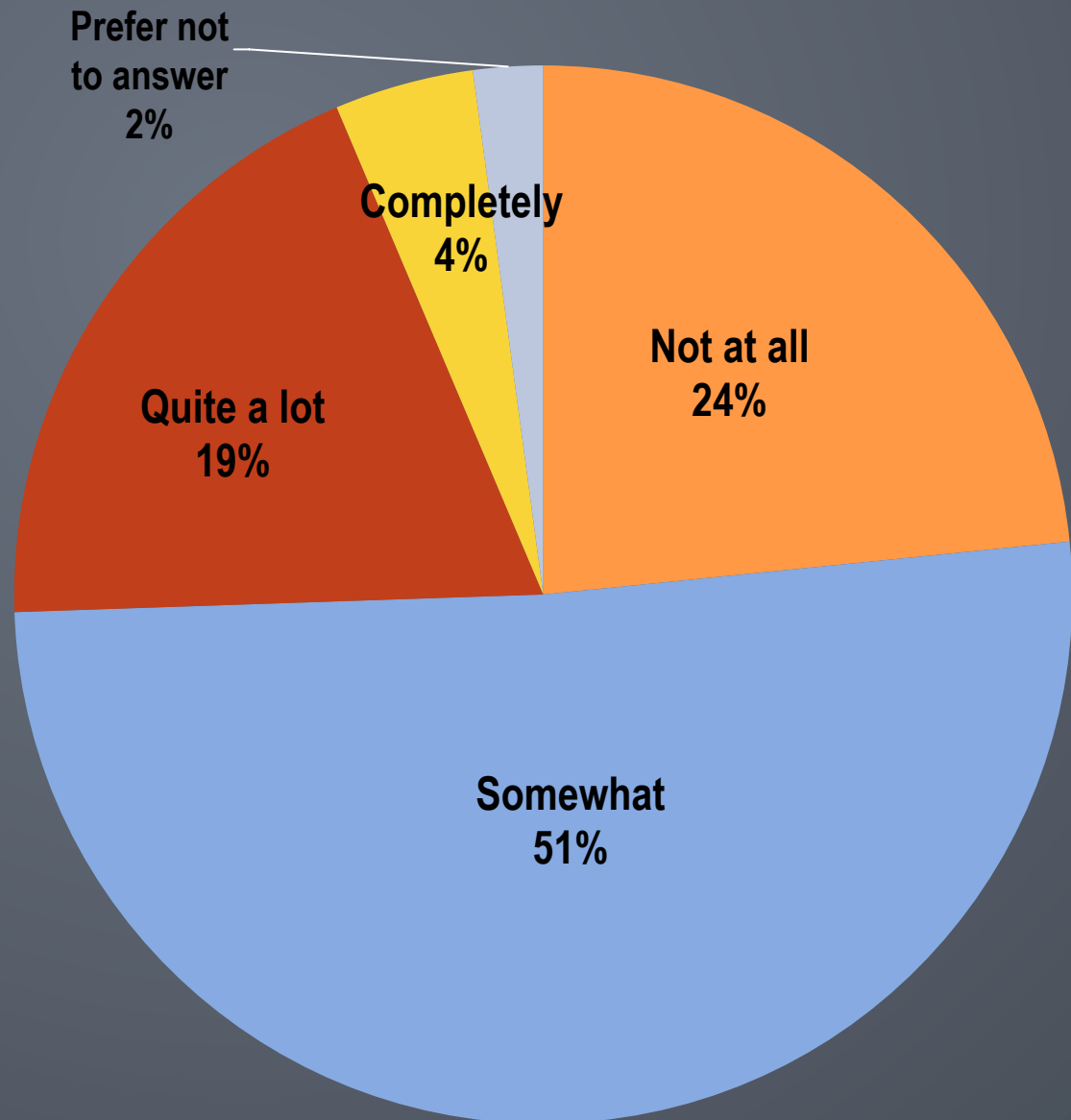
**IF YOU ANSWERED
YES, FREQUENTLY,
OR SOMETIMES, DO
YOU BELIEVE THAT
LAW ENFORCEMENT
OFFICERS CAN
CHANGE THEIR
BEHAVIOR TO
CONSISTENTLY
TREAT PEOPLE OF
COLOR FAIRLY?**



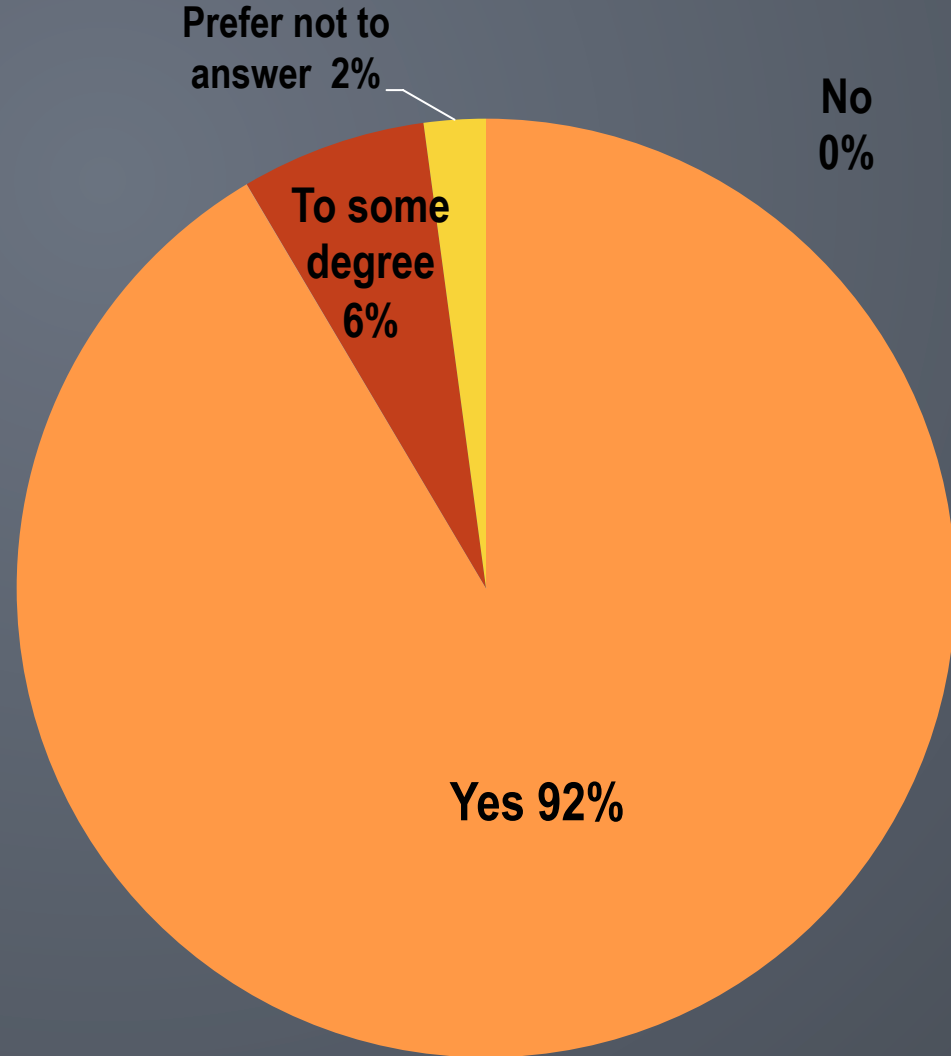
POST-DIALOGUE SURVEY RESULTS

47 Respondents

**HAVE YOUR
OPINIONS
CHANGED AS
A RESULT OF
THIS
DIALOGUE?**

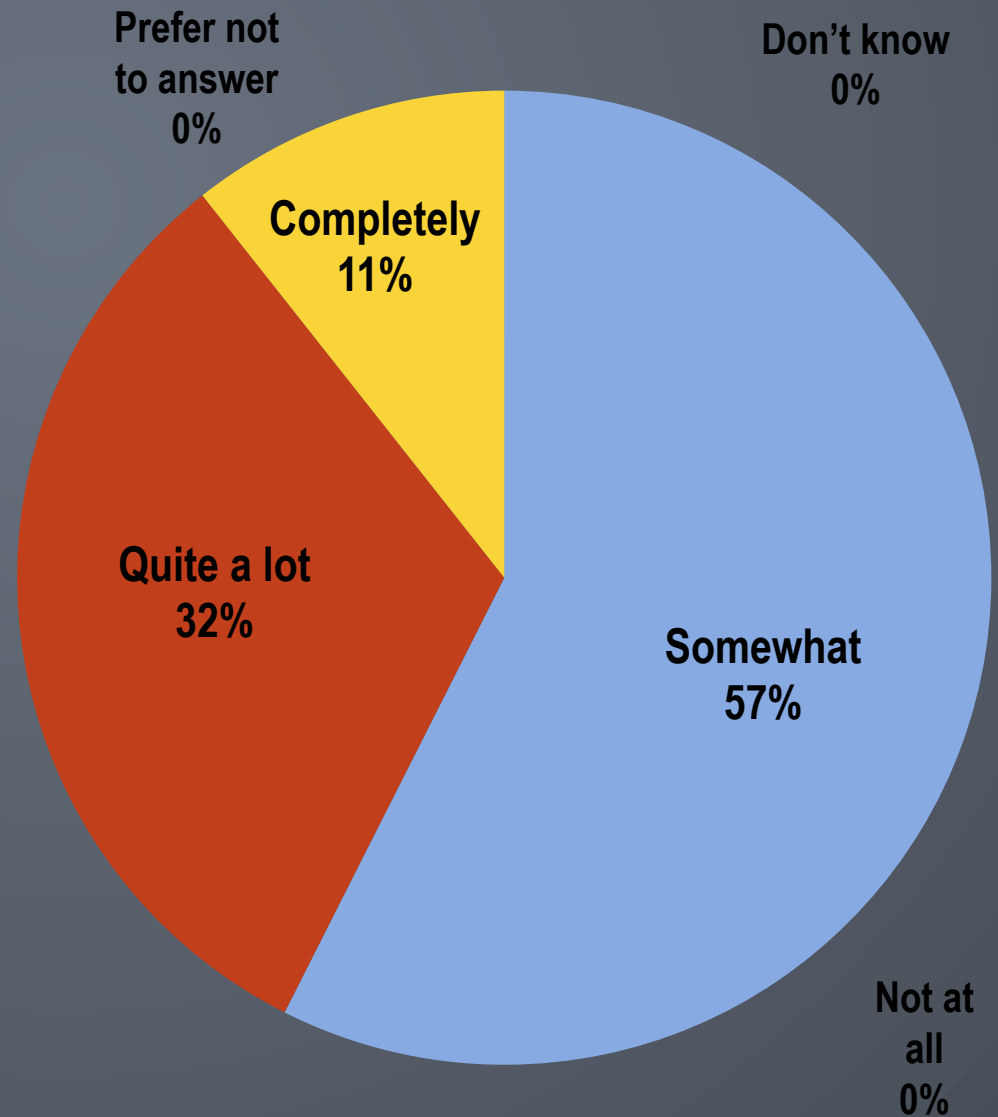
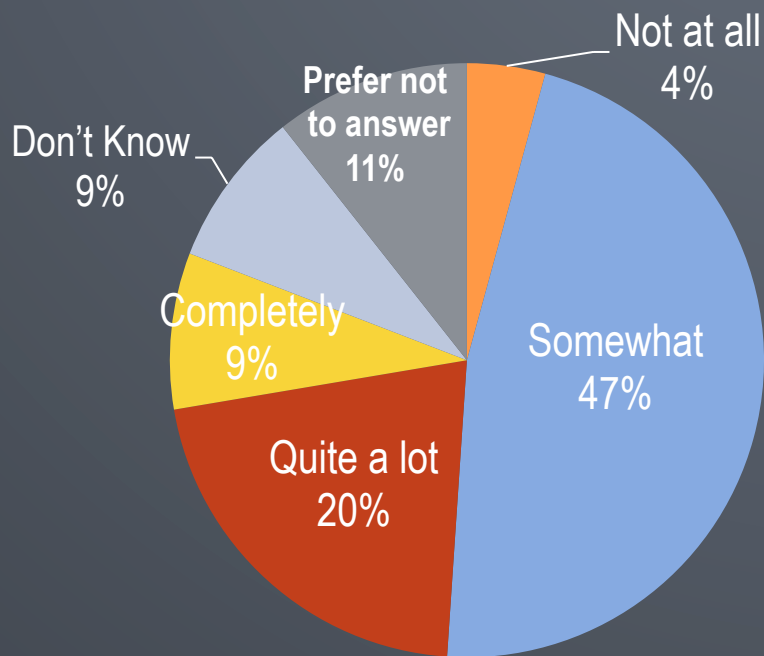


**DO YOU THINK
THAT **THE
PROCESS OF
DIALOGUE IS
BENEFICIAL IN
ADDRESSING
IMPORTANT
ISSUES IN OUR
COMMUNITY?****



IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

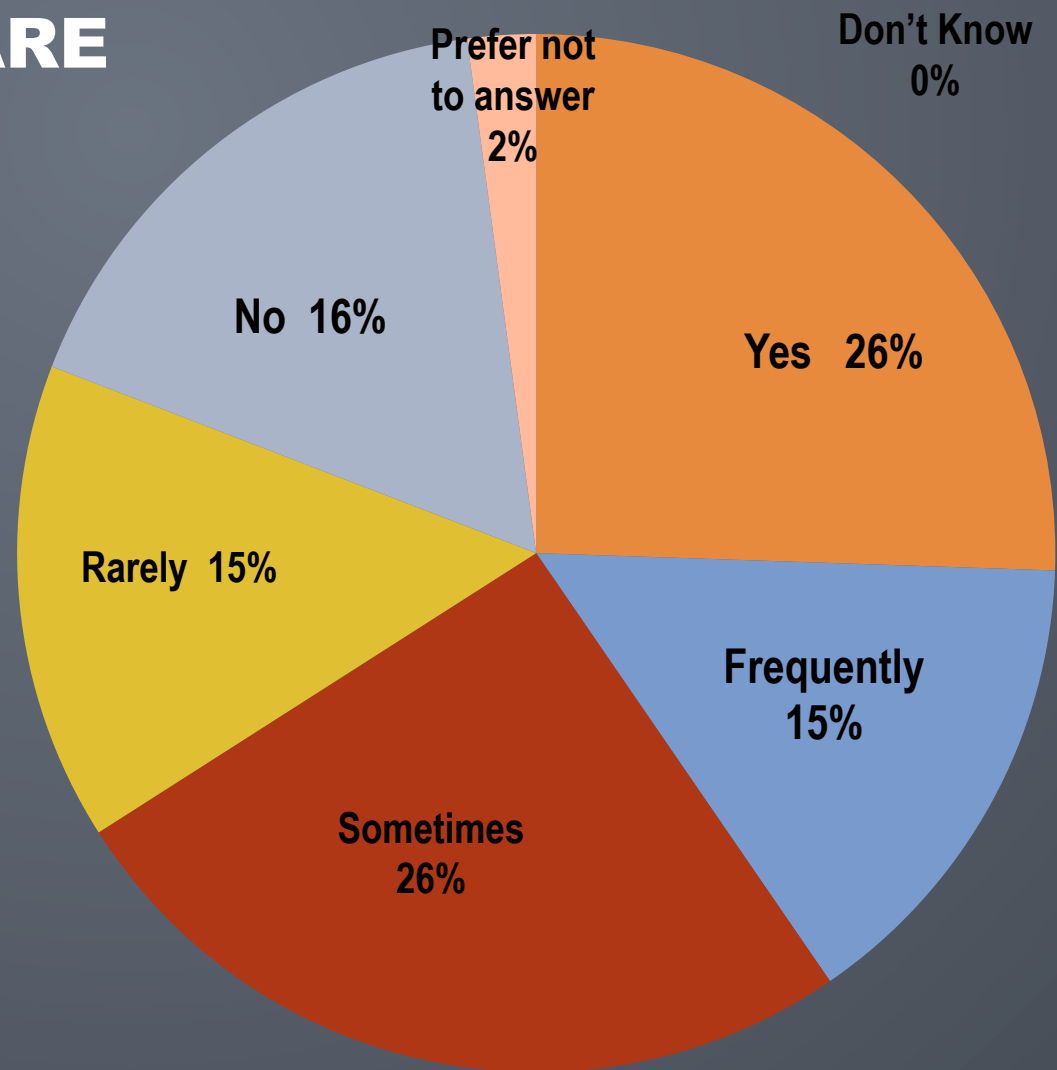
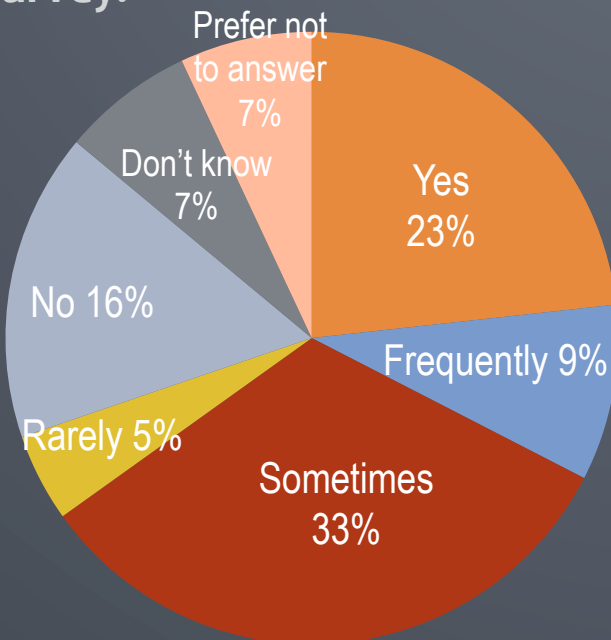
Pre survey:



**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**

**DO YOU BELIEVE THAT
PEOPLE OF COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY POLICE
OFFICERS THAN
ARE WHITES?**

Pre survey:



WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?



WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?

OTHER ACTIONS:

- *Continue to participate in these dialogues creating common dialogue.*
- *Community education.*
- *Follow up with the comments on training and push for psych evals for the officers.*
- *More funding for community police.*
- *Civilian review board with people from the community.*

Dialogue

Comments

&

Pictures

**DAYS OF
DIALOGUE**

ON

**THE FUTURE
OF POLICING**



Bilal Islamic Center
welcomes
Days of Dialogue

**LETTER TO LAPD on this day,
presented by event organizer, UMAR A. HAKIM**

On behalf of the South West faith-based community, the ILM foundation & the Network SIC community initiative for South LA, we are thankful to have engaged in dialogue with the LAPD so we can begin to understand what it means to create justice and balance for public safety and social change.

The creator would not change the condition of a people until they change the condition in their hearts; this Islamic text tell us that change begins in the hearts of people, especially in the hearts of those who are seeking change for their societies. In the context of the DoD, this need for heart change can describe both the law enforcement in LA and the communities of faith based leaders in South L.A.

L.A. is one of the cities in this country where citizens are not only living in fear of violence on their own streets but also, particularly in communities of color, dealing with the trauma of societal fallout from the death of those who are killed by law enforcement. We want to change the conditions that produce and reinforce this cycle of violence, trauma & fear. This change begins when people in our community have access to power and to the process; this is where policy changes can occur which will encourage critical thinking among those who are performing a sworn duty to protect. Specifically this means empowering our communities to change policies which are racially motivated, producing prejudice and thus prejudice judgment on the streets and in the courts when it comes to people of color. This empowerment also entails amplifying the voices of SLA residents who are trying to survive gentrification and other policy-driven processes that profoundly affect their lives, such as housing, rising rents, homelessness, opportunities for re-entry & economic development.

Let tonight's dialogue illuminate what it means for a community to live with the mindset of stress as well as what it means for a community to live with a mindset of peace that benefits all.

We ask that all parties involved, City of L.A., L.A. law enforcement community & community-based organizations to open talks for a safe community initiative for L.A. that will potentially serve as a model for other cities.

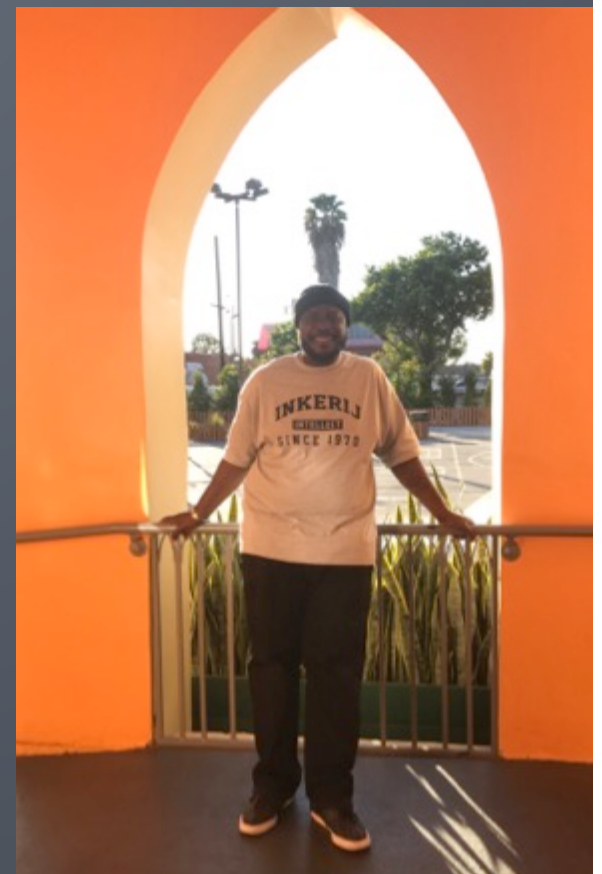
We should explore a world as it should be to create not only a common ethical ground but also a professional understanding on the following: A curriculum reflecting a mutual understanding between parties, civilian police advisory boards, or redefine community police advisory board, Explore Measure C, psych evaluations for law enforcement applicants with military background, new body-cam policy and create an employment program for high school graduates looking for job opportunities.

A statement from the book, The Leadership Challenge, captures our hopes for the DoD: belief in other's abilities is essential to making extraordinary things happen.

We pray this letter resonates in line with your own theory of change and we would like to work with you to help develop a better city to contribute to the future of community policing.

We respectfully takes a knee.





Communities should take a more proactive approach. Start by improving communication between the community and law enforcement as well as among each other and the officers. This should be done at a grass roots level, on the streets and not just during community meetings.





What types of programs does LAPD have to help with trust in the community?

We need more programs like DARE and LEO Clubs (Youth Organizations of Lions Clubs International).

They have positive interactions with kids.

Give community awards for service and good works.

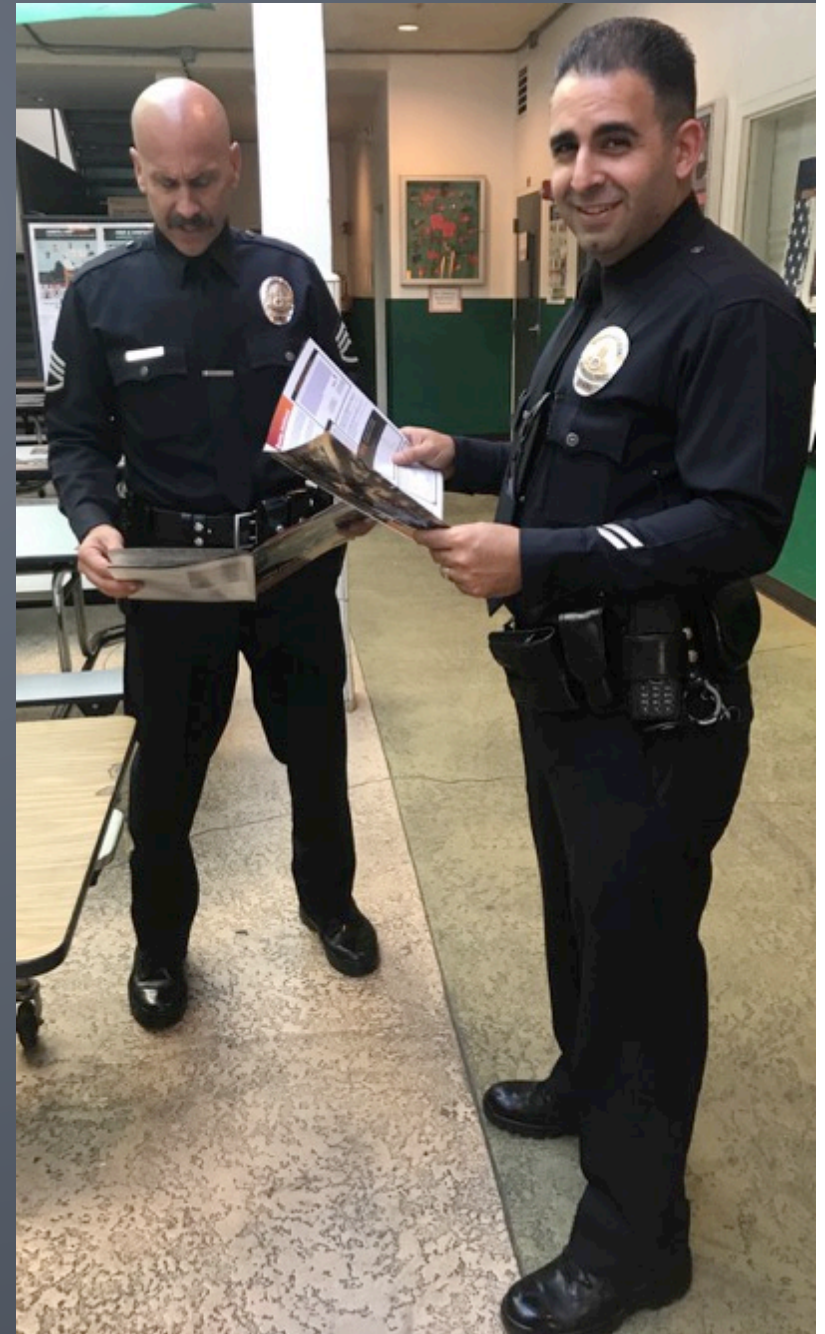
“The Trust Talks” – an organization that works with the Hollenbeck Division.





These dialogues should start with young recruits, in the Academy.

Dialogue is very important to develop positive change in relationships between community and law enforcement.





Many young men are fearful of gangs. They feel guns are needed for protection.

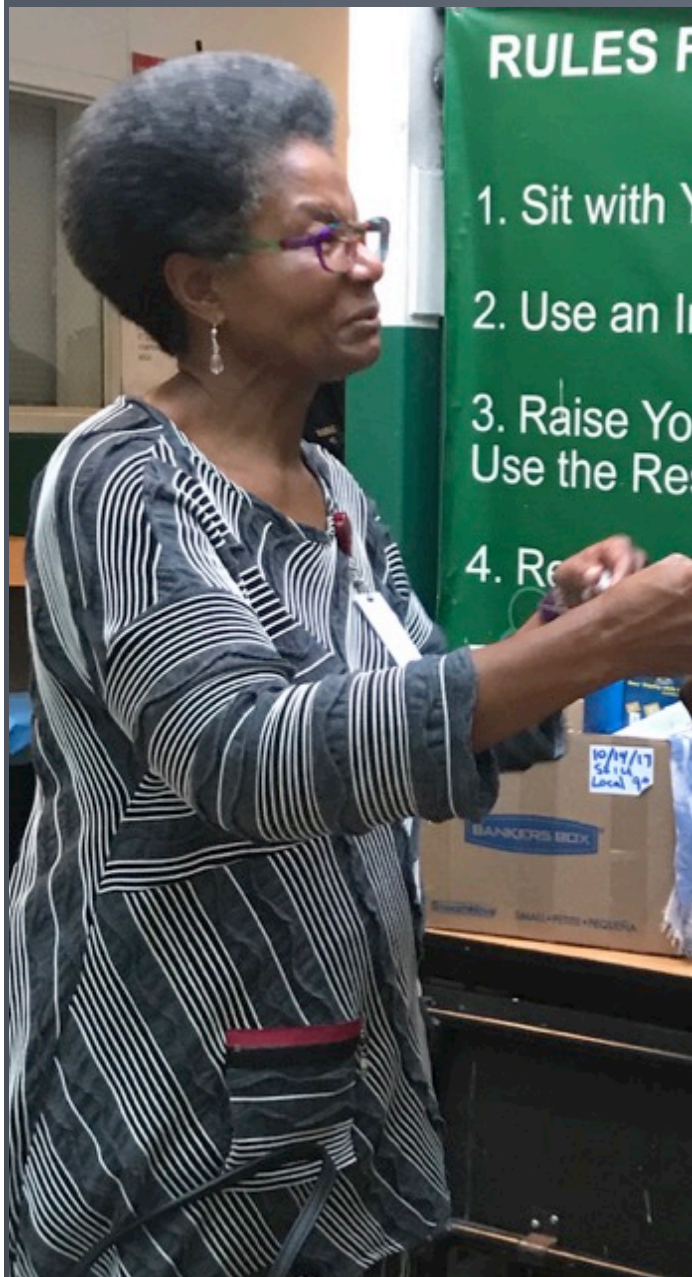
There is a stigma if seen as being friendly with the police.

What good is a body camera if the public is left in the dark.
Shame!!!

Guns should not be outlawed. Guns are stolen and illegally obtained.

Officer said: "In 18 years, I have never arrested someone with a legal gun in their possession."





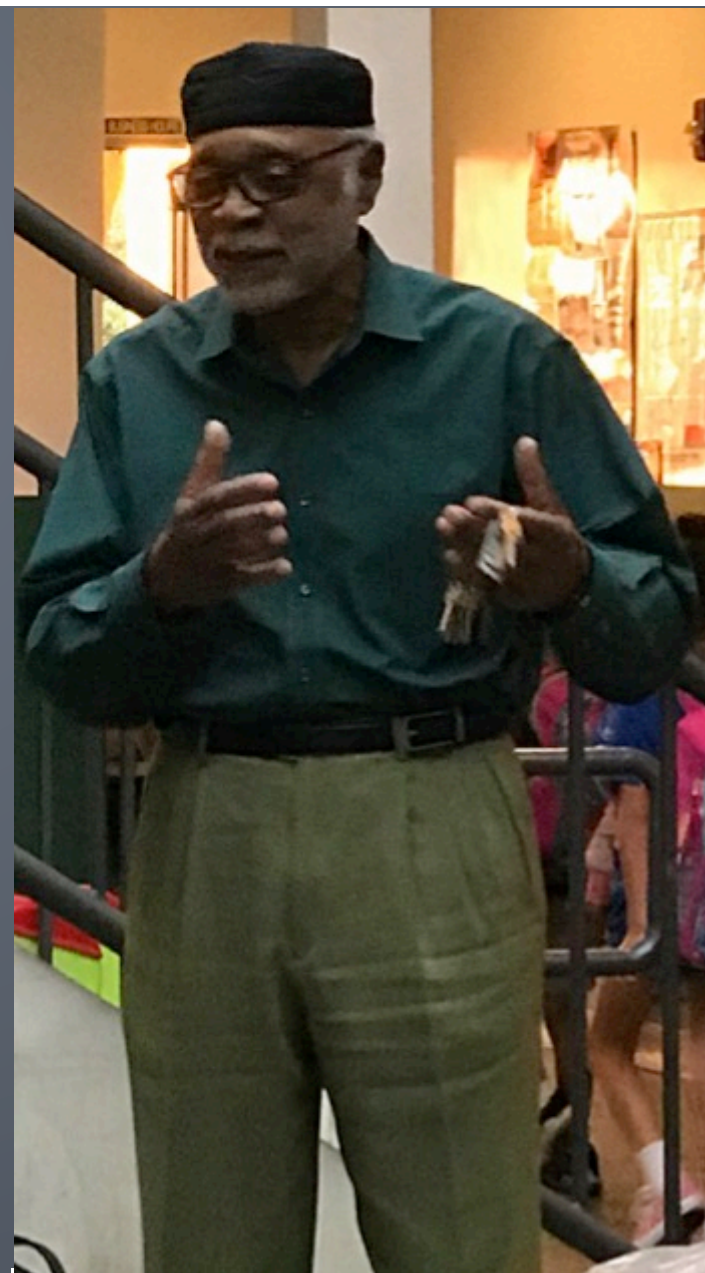
Culture can cause an inability to communicate effectively.

Cultural sensitivity needs to be developed.

Compassion and sensitivity is needed in urban areas.

Difference in cultures should be stressed more.

There is a learning curve for officers.



**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**



Everyone's presence, from all sides, is critically important to moving our dialogue along. Dialogues like this help in getting to know each other better. This will go a long way in our communities in establishing dialogue, policies and relationships.





We all have a story to tell, whether we are Muslim, Christian, young or old, police officers or not, black or white... Share your stories and speak your truth; without truth, nothing is sacred; without truth, there is nothing.





The police force has a sacred duty, because of the constitution, to hold each other accountable. There are bad police on the force, let it be know all over, and there is an ongoing vicious cycle where bad people get away with too much, so we all have to be held accountable.

It is important to walk the path, hold each other accountable within our community as well as with the police force.

Let's clean up
our streets,
our communities,
our schools...
clean up and do the work.





Talk about homicides that have been solved in the community; it's important. Communities must be trained to be involved in the process.

Even though no crimes have been committed and no charges have been brought, fingerprints stay in the system.

Some people cannot get jobs due to FBI profiling.





“See something. Say something.”
Does that apply to anybody?
We are accountable whether it’s our friends,
family, or a stranger.

Officer says: “It’s not to our benefit not to report.
We have a duty to report misconduct.”
Community member says: “That’s not our
perception of law enforcement.”

Officers patrolling in their cars
throughout the community is a
very big barrier.



In the past, officers lived in the neighborhood. Because you lived in the neighborhood, you were accountable for your actions.

Officer: “I don’t think you have to live in the community to have empathy for the community.”

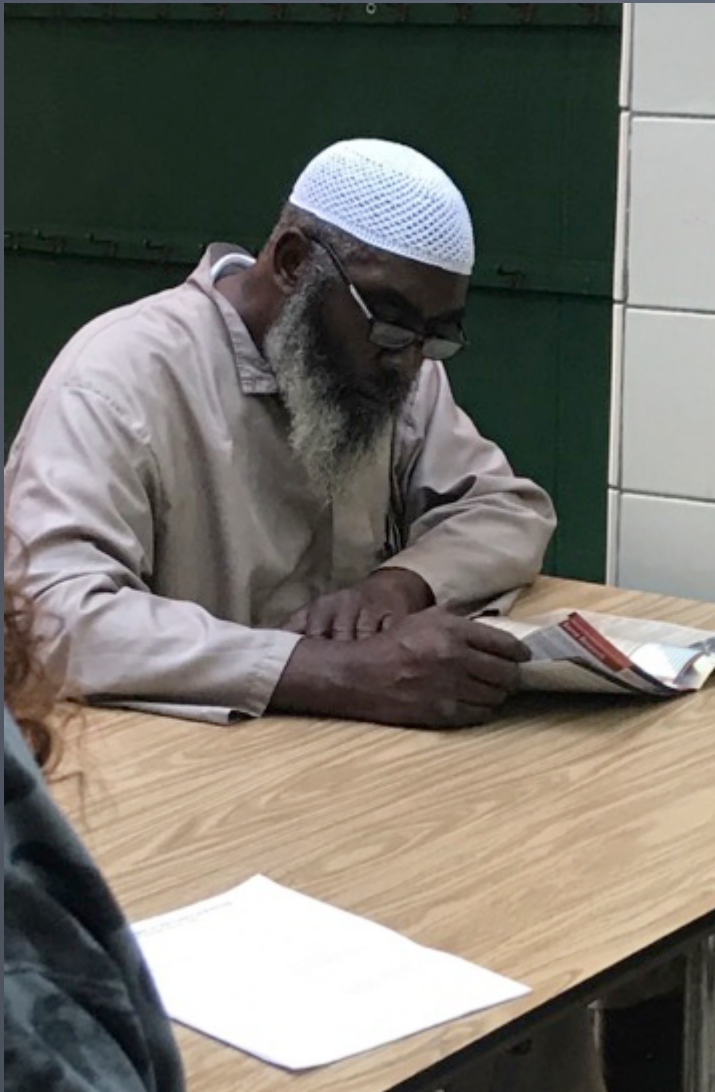
Both police and the community need to be held accountable.



My issue is that every time we bring up the trauma, you bring up complying, community issues, and legality.

When police officers see black men, you go fishing. Instead, when police stop someone, they should say right away, “I’ve stopped you for...”

Since Ferguson, I have noticed that young men of color have been challenging law enforcement more often.



Encourage community groups to interact more with social media, to positively impact youth engagement.

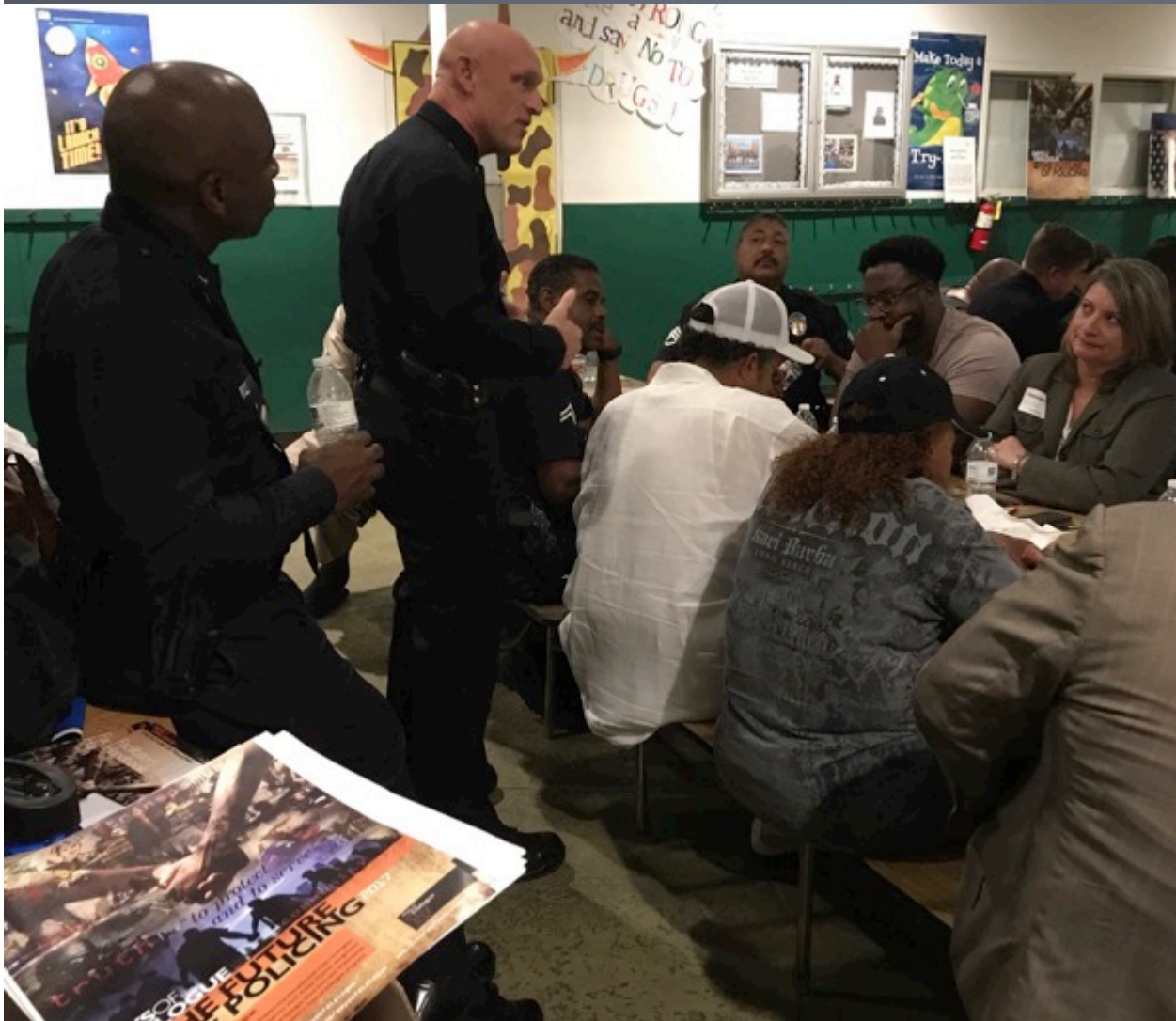
People are often operating out of ignorance, couple with emotion.

Allah is an Arabic word meaning the most wise, the most high.

Negative experiences with law enforcement discourage communication and trust. There is a fear of retaliation.



Some people have a lifetime of trauma that they are dealing with. When you are dealing with two people who have trauma, in the case of an officer and a person who has been stopped, you will have some friction.



How do we know what help there is for officers who have been traumatized at work?

What do you do when you find out nothing happened to the officer who shot the man dead?

Dressed as I am tonight you would not know that I am a pastor; dressed like one of your sons, husbands, nephews. You could think that I am a gang member.

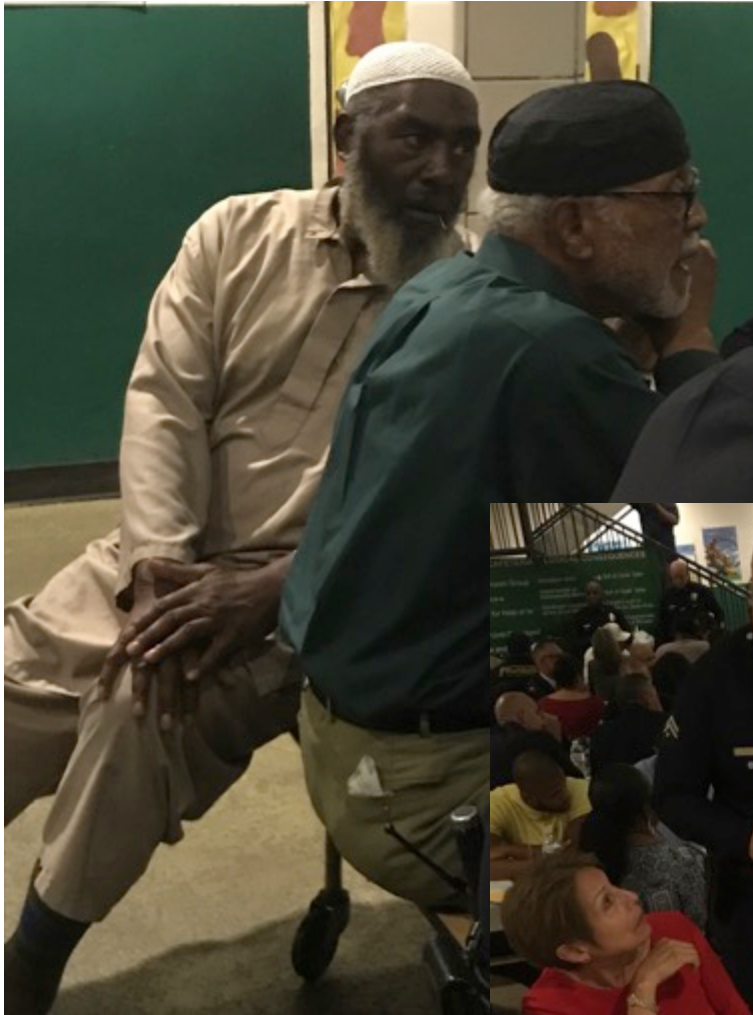


Media creates hostility.

The media sensationalizes.

Take media with a grain of salt. Do your own fact finding.

Invite the media to these events.



Having conversations such as this helps teach our kids that all police are not bad but it starts with us; we can't expect children to learn at school what we have yet to teach them at home; than we get mad at the police for handling a situation that we didn't know how to handle ourselves.



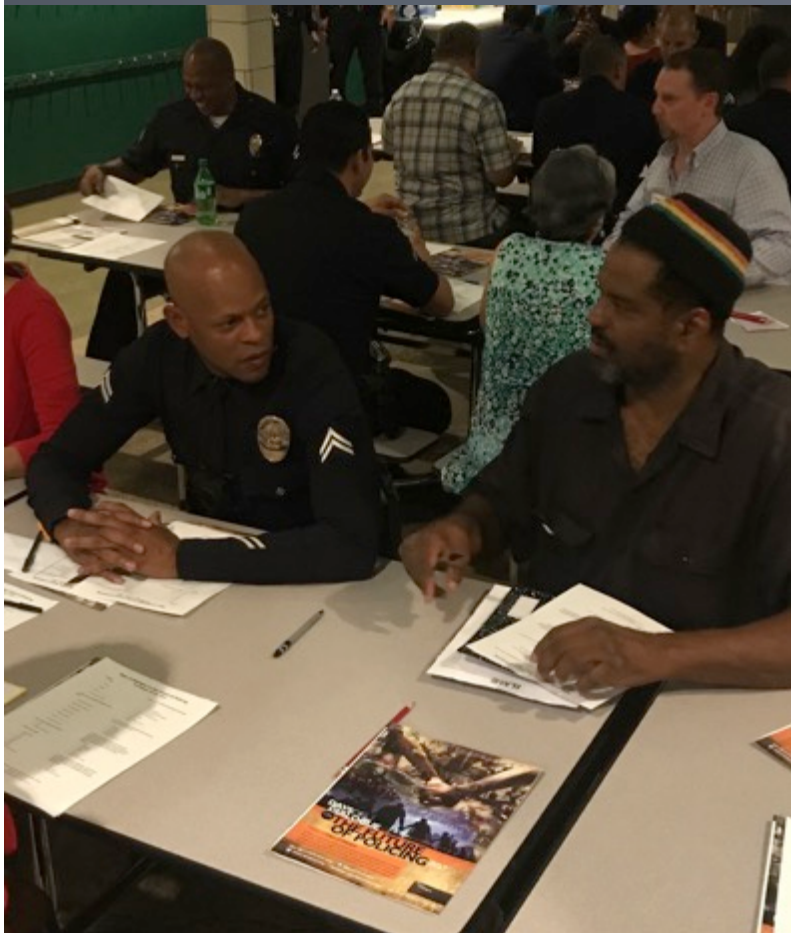
We have to be better teachers, better parents, better neighbors, community members, church & mosque members.

We have to be better so we can have dialogues such as this one because the people who are the issues are the ones that are not in this room. But if we don't ever deliver the message, we are just as guilty as those who not present.

Parents need to take responsibility for their kids and not protect their bad actions or their crimes.



There is a fear of people towards police, but if there is respect and communication, it can help (police officer). There are officials who work 2 – 3 years on the streets and receive a lot of disrespect; it's hard to give respect when people are mad and insulting you due to fear.



Follow up with comments on training and psychological evaluations for the officers.

Please work with these officers on their defensive posture when dealing with community members.





We have gotten to the point where we don't have dialogue because we have been taught to hate the police; even with someone who may have the best intentions, you can never get very far because there is no respect. There are bad apples everywhere but before we can hold the police accountable, we have to hold our communities accountable.

Some officers are outgoing and personable. For others, there's a personality issue.

There needs to be more funding for community police.

Good people are trapped in certain bad areas.



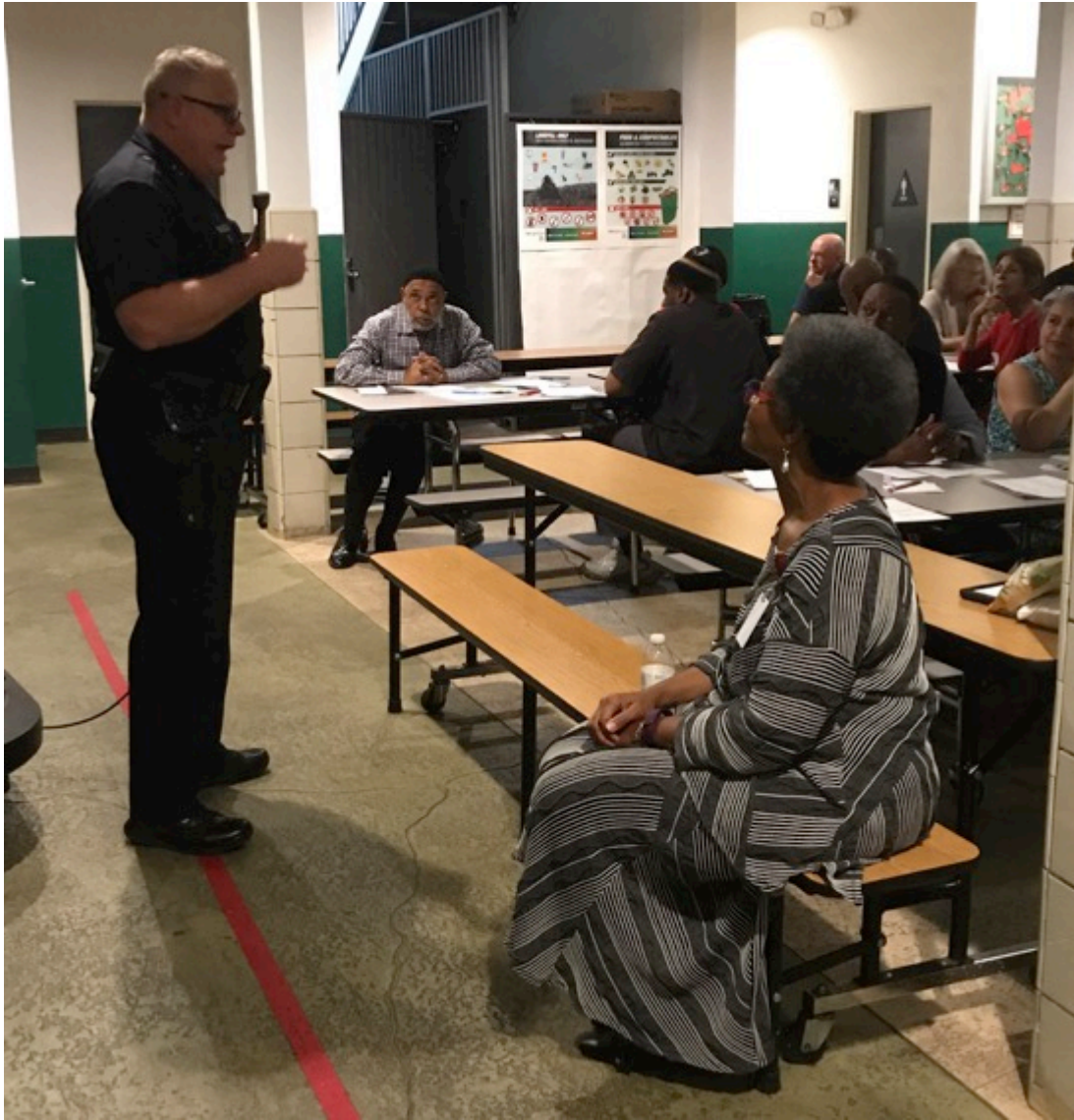


What we have here is not how law enforcement is treating us or about how we, the public, take it; this is about being a citizen of this country.

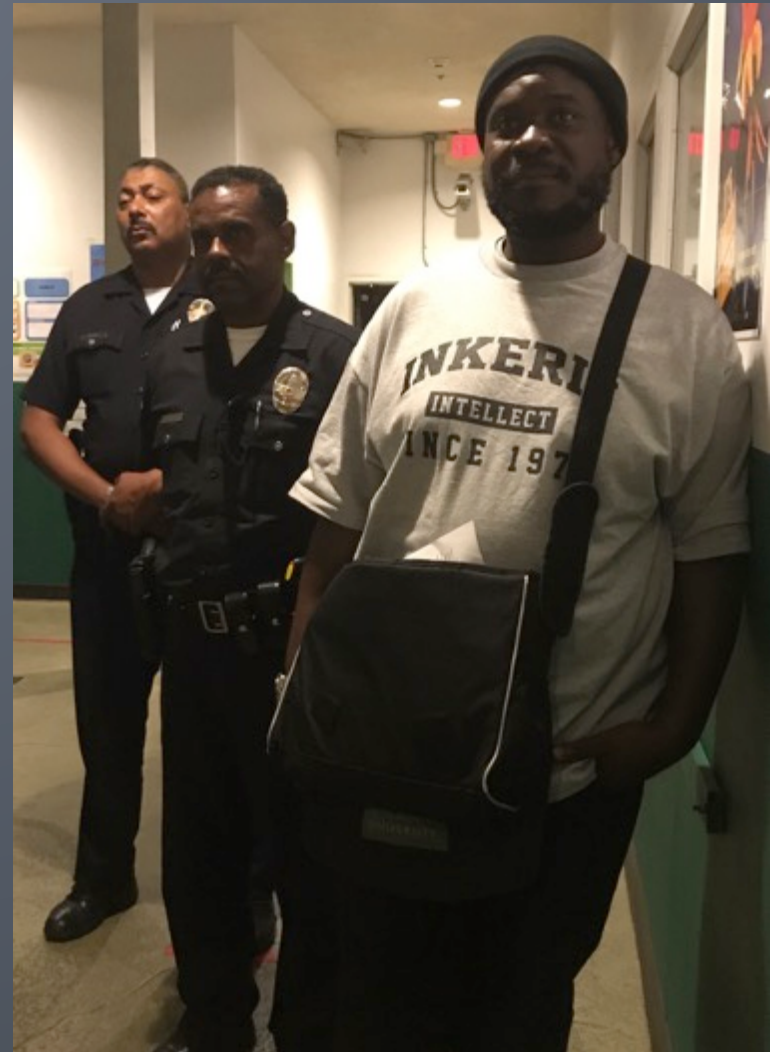
I am proud to be a Muslim and a law-abiding citizen of this country.

My goal is to bring law enforcement & community together, building bridges between the two.

The more we hold these dialogues, the sooner we will come to the conclusion that there won't be any hard feelings coming from either side towards the other side.



The police have openings in the force but it is hard to apply to a job that is part of something you grew up hating.



if you don't show gratitude to people,
that is showing ingratitude to god.



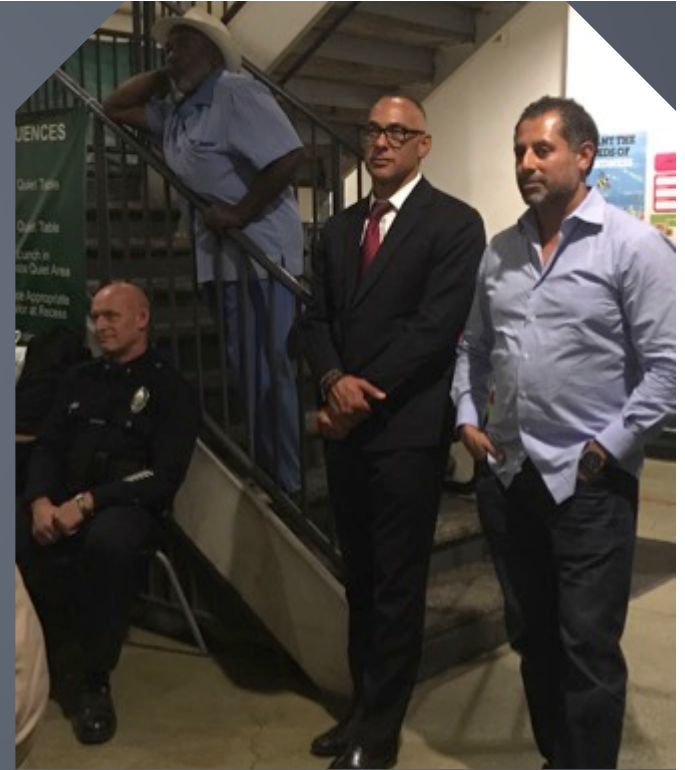
Knowing how to draw
parents in who have no
parenting skills is
important. We have to help
build up the parents.



The sins of the 60's are carried forward
and very much present in policed
community of this area.



This community here stretches from the 50's until now so you are dealing with 2 eras. All we are asking is to have access, to have a voice in that decision making process; all we are seeking is equal status and justice for our streets and for our babies; that is what is really important in our dialogues today.

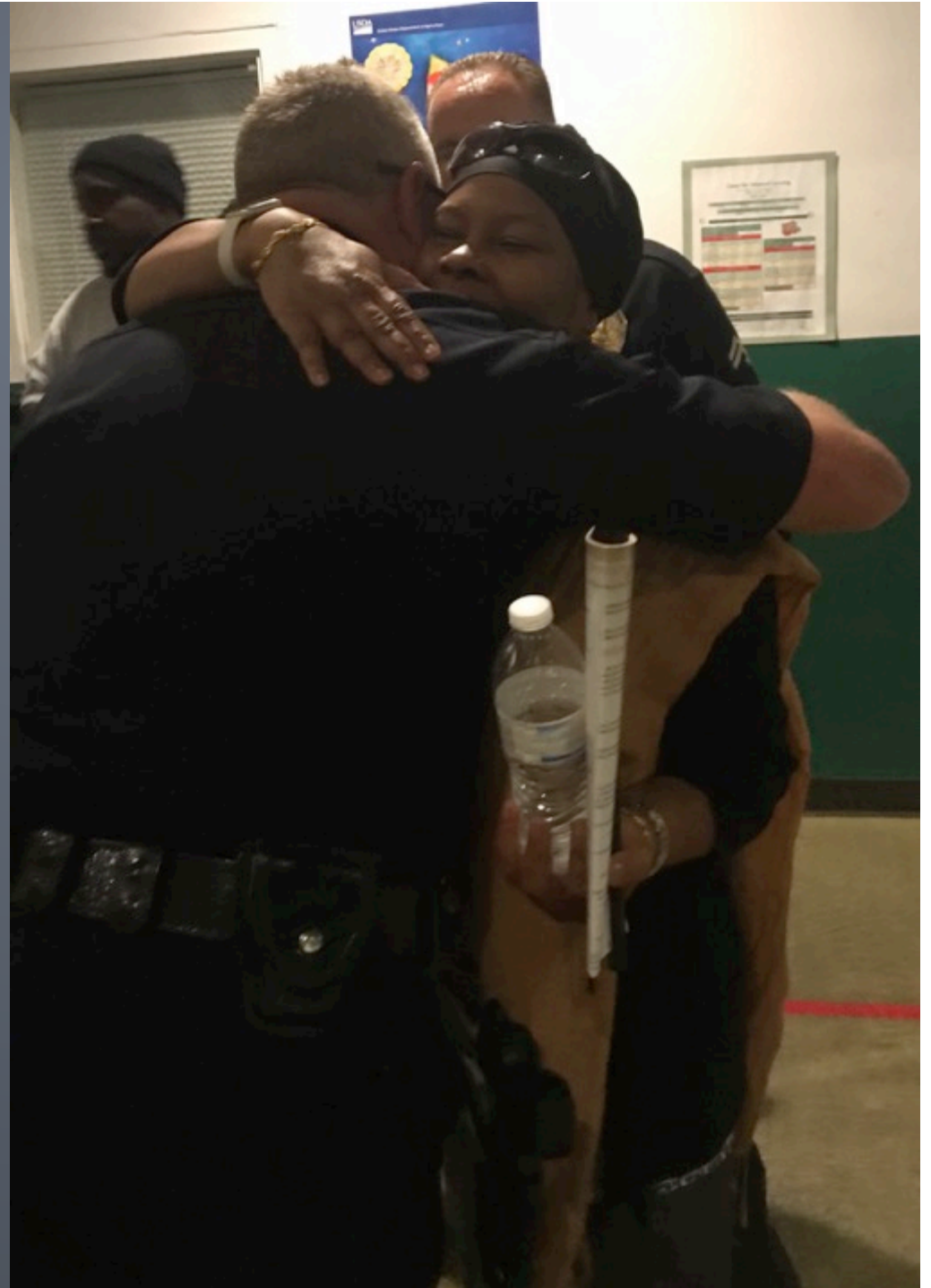



When will the killings end? The people in this room have the type of influence that can lead to change; I know we do so let's plan some next steps for some action and follow-up with one another and with our community as our children need our protection.

Many times people say mean things in the name of the 1st amendment.

As police officers, we have to respect our community but the community in turn has to respect us as police officers.

It is a big deal to respect one another so when we meet that common goal, that respectability, that respect in each other, we will be so much better off.





I'm very grateful for the collaboration between our organizations, leaders, law enforcement and facilitators.

Great interaction. We need to have younger police officers attend. This would help with their community interaction...

Put together a forum of police, social workers, & juvenile court to help with parenting. We need education for parents on drugs, domestic violence, immigration & guns.

Establish weight with justice and fall not short in the balance.

We all want to live without fear.



I have been to many Muslim forums over the years but this one is phenomenal & very unique & has touched my heart.

Establish a civilian review board with people from the community. Communication is key.

Thank

You...

**DAYS OF
DIALOGUE**
**ON THE FUTURE
OF POLICING**

THANK YOU TO TODAY'S VOLUNTEER FACILITATORS

- *Evik Babakanian*
- *Peggy Barnes*
- *Sharon Donnen*
- *Vaka Faletau*
- *Laura Gonzalez*
- *Ivy Harrell*
- *Tanzila Huda*
- *Andrea Martinez Gonzalez*
- *Jeanetta McAlpin*
- *Lupita Narkevicius*
- *Marcia Ridley-Shumate*
- *Scott Woodhill*

THANK YOU

HOSTS

Umar Hakim & ILM Foundation
LAPD CID & LAPD CRD

ALL DIALOGUE PARTICIPANTS

Bilal Center, Community Members
LAPD (SW, SE, 77th & Newton Divisions)



**The host would like to give a
special thanks to these
participating organizations:**

USC Center for Religion and Civic Culture,
LA Mayor's Office,
Stop the Violence Increase the Peace Foundation,
LA Voice, and the
Coalition to Preserve Human Dignity (CPHD),
Police Commission – LAPD

SPONSORS

2017

- *Jamie Afifi*
- *LA County Supervisor Kathryn Berger*
- *Ambassador Frank E. Baxter*
- *Carol Biondi*
- *John Branca*
- *Skip Brittenham*
- *Edythe & Eli Broad Foundation*
- *Steve Burkow*
- *California Community Foundation*
- *California Endowment*
- *California Nurses*
- *California Wellness Foundation*
- *Chevron*
- *Jamey Cohen*
- *Bettye Dixon*
- *Andrew & Ellen Hauptman*
- *Rickie Ivie*
- *Matthew Johnson*
- *John Karubian*
- *LA Police Department Foundation*
- *LA Police Protective League*
- *Manatt, Phelps, & Phillips, LLP*
- *Dale Mason*
- *Brett O'Brien & Murphy O'Brien*
- *National Basketball Association*
- *SEIU Local 2015, 721 & 99*
- *Jules Sohn & Krystal Young*
- *Sony Pictures Entertainment*
- *SW Regional Council of Carpenters*
- *Susan Steinhauser*
- *Spectrum*

**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**

NEXT DAYS OF DIALOGUE ON THE FUTURE OF POLICING:

October 29th, 2017

Hosted by:

Models of Pride & LGBT Center / Life Works Youth Program

Location: USC, LA, CA

December 13th, 2017

Hosted by:

LAPD Chief of Police LGBTQ Community Forum

Location: The Galen Center, LA



PRESENTED BY

The Institute for Nonviolence in Los Angeles

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